



Leading People. Leading Organizations.

## SHRM Advocacy Team: Shaping HR Public Policy

Meredith Nethercutt, Senior Associate, Member Advocacy  
*A-Team Director*

September 21-22, 2016

# SHRM and Advocacy



@SHRMATeam



## SHRM: Who We Are, Where We Stand

- ❖ SHRM has roughly **285,000+** US members
- ❖ SHRM has over **575** chapters throughout the US spread across all 435 congressional districts
- ❖ SHRM has **6** paid lobbyists on staff
- ❖ SHRM **does not** have a political action committee (PAC)
- ❖ Of the **535** Members in Congress, only **4** come from an HR background

# Last Midterm Elections = New Members of Congress w/ HR Background



Sen. Joni Ernst  
(R-IA)  
*former HR  
assistant*



Rep. Gwen Graham  
(D-FL)  
*former employee  
relations director*



Rep. Brenda  
Lawrence (D-MI)  
*former HR investigator*



Sen. Michael Enzi  
(R-WY)  
*former SHRM  
member*

# SHRM and Advocacy

## Key Issues

- Labor and Employment
- Immigration Reform
- Tax reform / Retirement Security
- Civil Rights
- Health Care
- Workplace Flexibility

Federal Public Policy

State  
Public Policy



Member  
Advocacy

Regulatory /  
Judicial Affairs

# Recent SHRM Advocacy Highlights

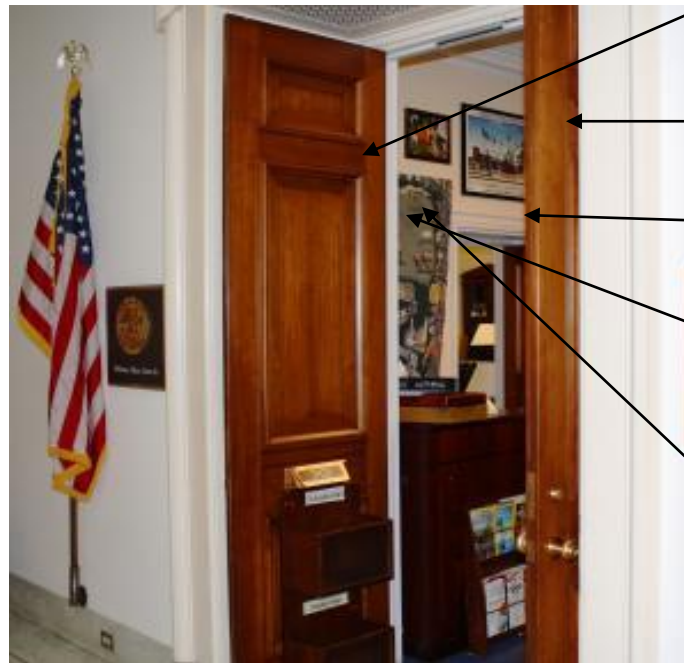
## ***2015: A Banner Year for SHRM Advocacy Efforts***

- ✓ **Fighting Extreme Changes to Overtime Rules**
- ✓ **Delaying the Excise Tax on Employer-Sponsored Health Care Benefits**
- ✓ **Preventing Debarment of Federal Contractors**
- ✓ **Growing SHRM's Advocacy Team (A-Team) Ranks**
- ✓ **Moving the Needle on Critical Workplace Policy: Record Number of A-Team Meetings with Legislators**

# **How to Get Started in Advocacy on Behalf of the Profession**

# Communicating with Lawmakers

*\*Using Multiple Advocacy Tactics are Better at “Breaking Through the Dam” than Using Only One*



Sending an email/letter

Phone call

Posting on social media

Constituent visit (DC, district)

Attending a local meeting



# SHRM and Advocacy



**You can be engaged and make a difference in:**

- **60 seconds**
- **2 minutes**
- **1 hour**
- **3 days**



# What is the SHRM Advocacy Team?

- Ensures the **voice of HR is heard** by policy decision-makers via a “local network”
- Helps **inform legislators of policy impacts upon employers and employees** in her/his district
- SHRM members are constituents who **develop credible and influential relationships** with elected officials

**8,400+ active A-Team members**





## What is the SHRM Advocacy Team?

The SHRM A-Team, made up of thousands of HR professionals, is a critical part of SHRM's enhanced member advocacy initiative, working to advance the interests of the HR profession and communicate the HR perspective on workplace issues in Washington and state legislatures across the country.

## SHRM's Advocacy Team (A-Team)

Two main levels of involvement:

- 1 HR Advocate
- 2 Advocacy Captain

# SHRM's Advocacy Team (A-Team)

## 1 HR Advocate:

- Receive key legislative and regulatory updates and calls to action from SHRM
- Stay up to speed on all the potential issues that could impact the workplace
- Have access to all SHRM's tools to quickly and easily contact your lawmakers on issues of interest to you, your company and your state



### INTERESTED IN BECOMING AN HR ADVOCATE?

In addition to HR professionals serving as Advocacy Captains in each of the 435 congressional districts across the country, the SHRM Advocacy Team is actively seeking "HR Advocates" to support ongoing policy initiatives.

HR's voice needs to be heard. As advocates for the HR community, SHRM members understand and can communicate how public policy issues may affect employees and employers. By working together (Advocacy Captains and HR Advocates), HR professionals can help advance effective workplace public policy and strive to move the profession forward.

#### What Does An HR Advocate Do?

The role of the HR Advocate is a volunteer opportunity and there is no formal appointment process and or term limit. HR Advocates support his/her Advocacy Captain within the district and to coordinate and collaborate with other HR professionals in the state when the need for in-district advocacy arises.

Key duties and responsibilities of an HR Advocate include, but are not limited to:

- Collaboration and coordination with your state's Advocacy Captain to serve as a contact in your



Download the A-Team brochure

# SHRM's Advocacy Team (A-Team)

## 2 Advocacy Captain:

- Serve as a leader within your congressional district on HR issues
- Rally other SHRM Advocates around a call to action
- Be a direct workplace policy resource to your respective member of Congress throughout the year



### ADVOCACY CAPTAIN

#### Interested In Becoming An Advocacy Captain?

The SHRM Advocacy Team is looking to establish an Advocacy Captain in each of the 435 congressional districts across the country. Advocacy Captains are committed volunteers who serve as the "go-to" people for lawmakers and their staffs on workforce-related issues.

#### What Does An Advocacy Captain Do?

The role of the Advocacy Captain is to serve as the face of HR within the district and to act as the point of contact for SHRM's Government Affairs Team when the need for in-district advocacy arises.

Volunteer leaders within the SHRM Advocacy Team play a vital role in advocating the HR perspective on workplace public policy issue. Key duties and responsibilities of an Advocacy Captain include, but are



# SHRM's Advocacy Team (A-Team)

## 2 Advocacy Captain:

### **What are the benefits of being an Advocacy Captain?**

In addition to enhancing the visibility of HR among policymakers, becoming a member of the SHRM Advocacy Team extends to you a rare chance to expand your professional opportunities and help shape public policy impacting the workplace. Among the many benefits of serving as an Advocacy Captain, you can:

- Lead SHRM's efforts at the community level as a critical link between SHRM and elected leaders, local media and key allies in your community;
- Help shape workplace policy and a productive workforce by ensuring federal and state policymakers understand the vital role that HR plays in today's workforce;
- Participate in quarterly training/public policy opportunities like exclusive webinars, conference calls, meetings and more;
- Enhance your core competency; demonstrate your commitment to your employer, the profession and SHRM; develop communications and networking skills, understanding of timely industry issues and keen insight into how federal and state policy shapes our profession; and
- Earn credits that can be applied toward your continuing education or re-certification as an HR professional.

# SHRM's Advocacy Team (A-Team)

## 2 Advocacy Captain:

### Do I qualify to be an Advocacy Captain?

In order to be an Advocacy Captain, we ask that you:

- Must be a SHRM member in good standing.
- Strong preference for prior or current experience as an HR professional.
- Must live within the congressional district he/she is representing as an Advocacy Captain.
- Appointment is made by SHRM with input from state councils and chapter representatives, among others.
- Dedicate at least one year to Advocacy Captain service. *It is advisable that an individual serves in this position for a multiple-year term.*
- SHRM's Government Affairs Department stands ready to assist you in making this effort a success. We can work with you and your colleagues to communicate effectively with your legislators, engage local media and network with leading community-based organizations in your congressional district.

For more information or to volunteer to be an Advocacy Captain, please email

[Ateam@shrm.org](mailto:Ateam@shrm.org).



# Current A-Team Advocacy Captain State Needs

540

Current  
Advocacy  
Captains

Alabama <i>Complete</i>	Alaska <i>Complete</i>	Arizona <i>Needs 3</i> (9)	Arkansas <i>Complete</i>	California <i>Needs 14</i> (53)
Colorado <i>Complete</i>	Connecticut <i>Complete</i>	Delaware <i>Complete</i>	Florida <i>Need 6</i> (27)	Georgia <i>Complete</i>
Hawaii <i>Needs 2</i> (2)	Idaho <i>Complete</i>	Illinois <i>Needs 7</i> (18)	Indiana <i>Needs 2</i> (9)	Iowa <i>Needs 2</i> (4)
Kansas <i>Complete</i>	Kentucky <i>Complete</i>	Louisiana <i>Needs 4</i> (6)	Maine <i>Complete</i>	Maryland <i>Complete</i>
Massachusetts <i>Needs 2</i> (9)	Michigan <i>Needs 9</i> (14)	Minnesota <i>Needs 6</i> (8)	Mississippi <i>Complete</i>	Missouri <i>Needs 5</i> (8)
Montana <i>Complete</i>	Nebraska <i>Complete</i>	Nevada <i>Needs 1</i> (4)	New Hampshire <i>Complete</i>	New Jersey <i>Needs 8</i> (12)
New Mexico <i>Needs 2</i> (3)	New York <i>Needs 15</i> (27)	North Carolina <i>Needs 5</i> (3)	North Dakota <i>Complete</i>	Ohio <i>Needs 5</i> (16)
Oklahoma <i>Needs 3</i> (5)	Oregon <i>Complete</i>	Pennsylvania <i>Needs 9</i> (18)	Rhode Island <i>Complete</i>	South Carolina <i>Complete</i>
South Dakota <i>Complete</i>	Tennessee <i>Needs 5</i> (9)	Texas <i>Needs 14</i> (36)	Utah <i>Needs 1</i> (4)	Vermont <i>Complete</i>
Virginia <i>Needs 1</i> (11)	Washington <i>Complete</i>	West Virginia <i>Needs 3</i> (3)	Wisconsin <i>Needs 3</i> (8)	Wyoming <i>Complete</i>



# North Dakota A-Team Advocacy Captains Thank You!

District	Member of Congress	District Office Location(s)
<b>14</b>	<b>Rep. Joseph Crowley</b>	Queens, Bronx
<b>15</b>	<b>Rep. Jose Serrano</b>	Bronx
<b>18</b>	<b>Rep. Sean Patrick Maloney</b>	Newburgh
<b>19</b>	<b>Rep. Chris Gibson</b>	Kinderhook, Kingston, Liberty, Cooperstown, Hyde Park, Dehli
<b>21</b>	<b>Rep. Elise Stefanik</b>	Watertown, Glens Falls, Plattsburgh
<b>22</b>	<b>Rep. Richard Hanna</b>	Utica, Binghamton
<b>23</b>	<b>Rep. Tom Reed</b>	Corning, Geneva, Ithaca, Jamestown, Olean

# Pennsylvania Advocates in Action

Tiffany Bloyer with Franklin County Government before OMB meeting on overtime rule



Liz Hays with MHY Family Services testifies in House on FLSA  
Pictured with Rep. Glenn “G.T.” Thompson (R-PA)

# Join SHRM's A-Team!

Are you interested in becoming an Advocacy Captain for the SHRM Advocacy Team? Here's a brief "Job Description."

Advocacy Captains will recruit and coordinate fellow SHRM members to participate in advocacy efforts, coordinate and attend meetings with local elected officials, and reach out to like-minded community organizations to educate them about SHRM and its public policy priorities. You must be a SHRM member in good standing and a practicing (or former) HR professional. HR certification is highly desirable.

SHRM ADVOCACY  
TEAM  
1800 Duke Street, 5<sup>th</sup> Floor  
Alexandria, Virginia 22314

PLACE  
STAMP  
HERE



Advancing the HR agenda in American politics



## Contact Us:

1800 Duke Street, 5<sup>th</sup> Floor  
Alexandria, Virginia 22314  
Phone US: (800) 283-SHRM  
Phone International: +1 (703) 548-3440  
<http://bit.ly/BecomeAnAdvocacyCaptain>



# Join Us!



<http://bit.ly/AboutSHRMA-Team>

<http://bit.ly/AboutSHRMA-Team>

# How SHRM Can Help You Engage





Leading People.  
Leading Organizations.

# HR Policy Action Center

advocacy.shrm.org

## Through [advocacy.shrm.org](http://advocacy.shrm.org):

- Immediately take action on alerts
- Easily connect to your Members of Congress
- Sign up for the SHRM A-Team
- Quickly submit lawmaker engagement feedback online
- Stay up-to-date on legislative and agency proposals impacting the workplace - and more!



## HR: Engage on Overtime Regulations

### LATEST NEWS: FAIR LABOR STANDARDS ACT OVERTIME REGULATIONS

The Department of Labor (DOL), through the Presidential Memorandum on Updating and Modernizing Overtime Regulations, is proposing changes to "modernize and streamline" the Fair Labor Standards Act overtime regulations.

- Click [HERE](#) to read the official Notice of Proposed Rulemaking (June 30, 2015)
- Click [HERE](#) to view the listing in the Federal Register (July 6, 2015)
- Click [HERE](#) to read SHRM's official comment letter to the Department of Labor (September 4, 2015)

### HOW YOU CAN MAKE A DIFFERENCE

#### Share Your Story with SHRM on FLSA/Overtime Regulations

- **Share the potential impacts with your lawmakers over Twitter.** Send your members of Congress a personalized message over social media.
- **Submit a blog post** describing how these regulatory changes could impact the HR profession, employers and employees in your local area.
- **Share your personal HR story** with SHRM of how proposed changes to overtime would impact your organization.

#### Meet with Your Members of Congress this Fall

Click [HERE](#) for guidance on how to effectively schedule and conduct a face-to-face meeting with your lawmaker in the district.

Have you discussed the Department of Labor's proposed overtime rule with your lawmaker? [Let SHRM know.](#)

#### PUBLIC POLICY BLOGS BY SHRM MEMBERS

### An Evening with a MS Congressman: A Perfect Way for Our SHRM State Council & HR Members to Engage

Society for Human Resource Management

Mississippi's SHRM State Council held a State Legislative Reception for Congressman Gregg Harper, (R-MS-3<sup>rd</sup> District) on September 1, 2015. [Congressman Harper is no stranger to SHRM.](#)

[READ MORE](#)

#### SHARE AN HR TESTIMONIAL: SUBMIT AN ADVOCACY BLOG



# SHRM Makes it Easy to Engage

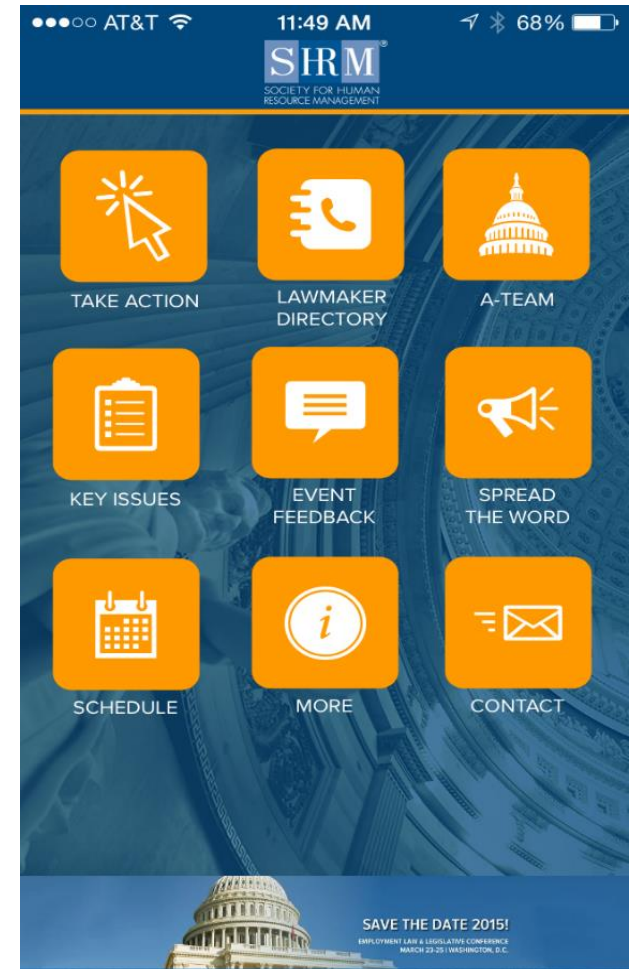
## SHRM Advocacy App

Download SHRM's advocacy mobile app  
(free in app stores)

### Through SHRM's Advocacy App, You Can:

- Immediately take action on alerts using SHRM-provided templates
- Connect to your state and federal lawmakers
- Access SHRM A-Team Information
- Quickly submit lawmaker meeting or event feedback
- Engage with lawmakers and fellow HR professionals on social media
- View legislative issue information on workplace issues
- Stay up-to-date on all legislative updates facing the workplace

*\*Please be sure to accept push notifications*



# How SHRM Can Help Your Advocacy Efforts:

- SHRM's HR Policy Action Center is your interactive online advocacy action center
- Provides sample letters on issues to your members of Congress
- Offers access to congressional key votes on HR issues
- Provides sample op-eds to media outlets and other media materials
- SHRM's issue toolkits contain talking points, issue background and status updates

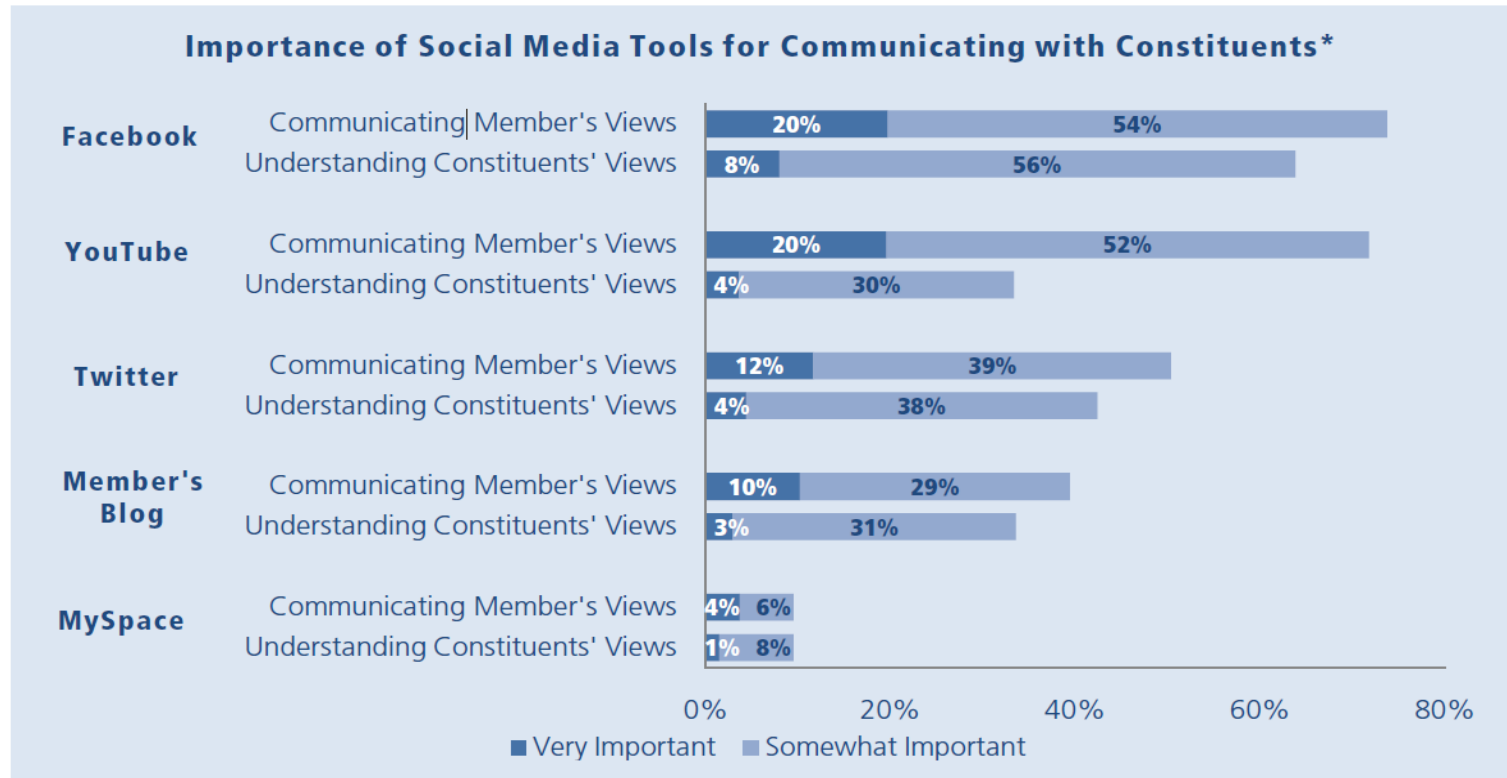
# Ways to Be Effective

**Engage with lawmakers over  
social media**



# Social Media and Congress

**FIGURE 8**



\*Question was asked only of senior managers and communications staffers. Their responses are aggregated (n=138).

[Create Page](#)

Recent

2014

2013

2012

2011

2010

2009

Born



## Senator Claire McCaskill

Government Official

[Timeline](#)[About](#)[Photos](#)[Likes](#)[More ▾](#)


PEOPLE



27,388 likes

ABOUT



 In order to follow federal law this page has two rules for comments. Please:- Don't say anything obscene- Don't talk about elections. For more information...

[READ MORE](#)

 <http://mccaskill.senate.gov/>

APPS

**Senator Claire McCaskill**2 hours ago 

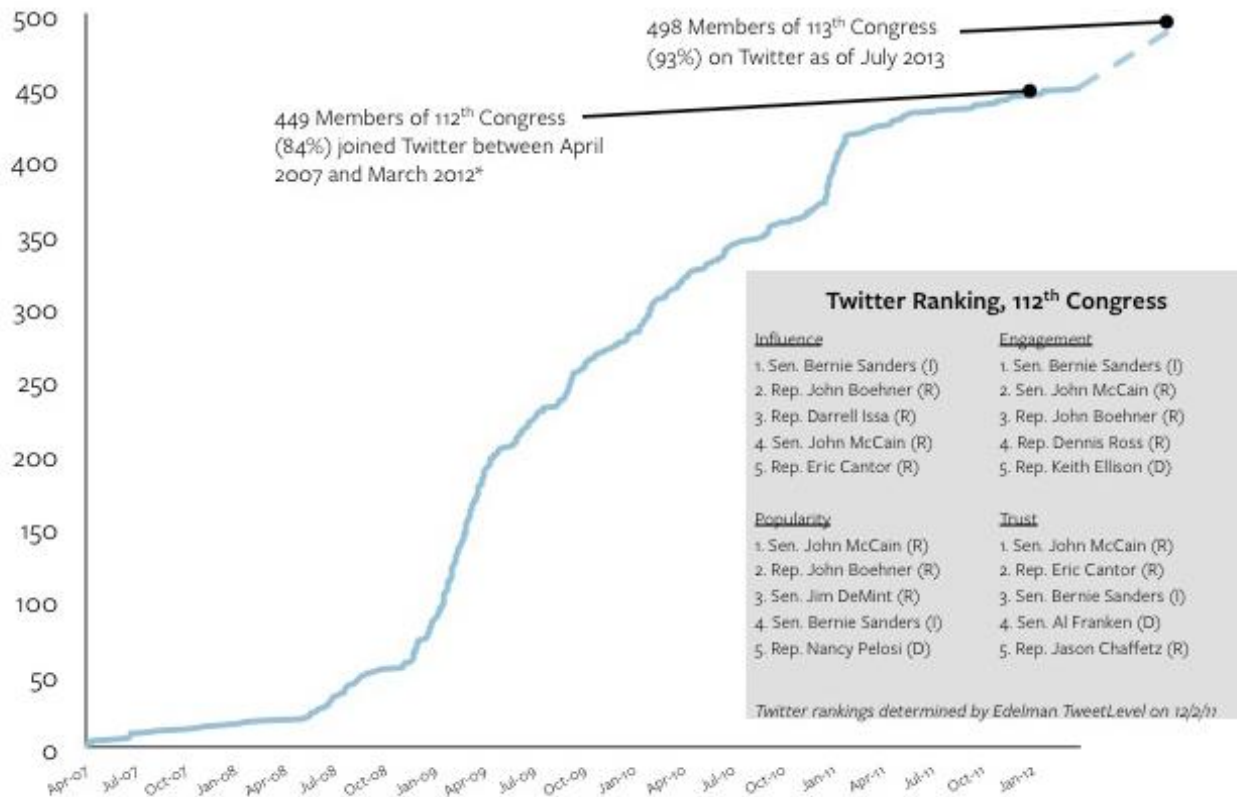
During a [#claireoncampus](#) tour stop at Missouri State University, Claire chats with Springfield students who are registering to vote and strongly encourages them to stay engaged and involved.



# Members of Congress & Twitter

Few Strangers on the Hill  
*Vast Majority of Congress is on Social*

## Members of Congress on Twitter



# Where Will Your Lawmaker Be This Fall?

## Check Social Media

### Follow Your Member of Congress on Twitter, Facebook







**SHRM A-Team**  
@SHRMATeam

TWEETS  
2,685

FOLLOWING  
943

FOLLOWERS  
2,902

FAVORITES  
336

LISTS  
7

← ↻ 21 ★ 12 ...

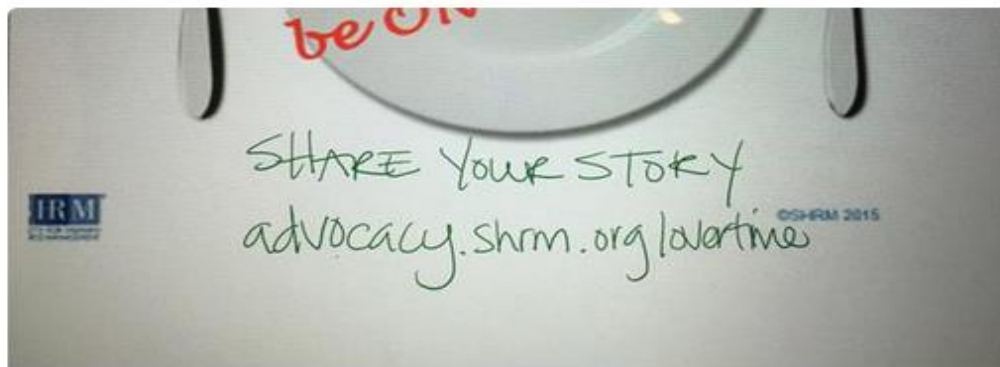


SHRM A-Team retweeted



**Cecilia** @C6Cece · Jun 30

CALL TO ACTION! We must respond & share the true impact & concerns of new FLSA proposal #shrm15 #overtime @SHRMATeam



← ↻ 4 ★ 5 + 👤 ...

[View photo](#)



SHRM A-Team retweeted



**Brenda Rushforth** @q22q17 · Jun 30

Be sure to download the #SHRM Advocacy App. @SHRMATeam is going to need your personal story! #SHRM15

← ↻ 4 ★ 1 ...



SHRM A-Team retweeted



**Brenda Rushforth** @q22q17 · Jun 30

Follow @SHRMATeam and #overtime. Stay up to speed! Don't let the reg. changes surprise you! #SHRM15

# Don't Forget! Follow SHRM's Govt. Affairs Team on Twitter



@SHRM



@HammerSHRM



@SHRMLobbystLisa



@SHRMKellyH



@SHRMBirbal



@SHRMATeam



@KCnSHRMGA



@SHRMVPAitken



@SHRMCAJason



@WhenWorkWorks



# Ways to Be Effective

**Meet in-person with your  
lawmaker**

# A-Team Meeting Action List

## Critical Goal: Build a Relationship with Your Lawmaker and District Staff

- *Potential issue champions*
- *Pipeline to all legislative staff*
- *District Director = Legislator's Best Friend in Office*





# A-Team Meeting Action List

- ☐ ***\*Receive necessary approval from your employer to speak on behalf of your organization***
- ☐ Send meeting request (email, phone call) to your lawmaker (district office)
- ☐ Be PERSISTENT! Follow-up with the office is key
- ☐ Invite others to join you (A-Team members, HR peers, etc.)
- ☐ Once meeting is confirmed, research lawmaker positions on workplace issues of interest, current legislation
- ☐ Attend the meeting – and don't forget to take a picture!
- ☐ Follow up with a “Thank You” note to the office, staffer(s)
- ☐ Fill out SHRM's Legislative Meeting Form online at [advocacy.shrm.org](http://advocacy.shrm.org)/through SHRM's Advocacy App
- ☐ Share your pictures and/or key takeaways with SHRM, your chapter/state council, and on social media
- ☐ Share your stories with SHRM and others as an A-Team Blog post

# A-Team Meetings: Share *Your* Story

How helpful is it for messages from constituents to include the following?

## Answer Options

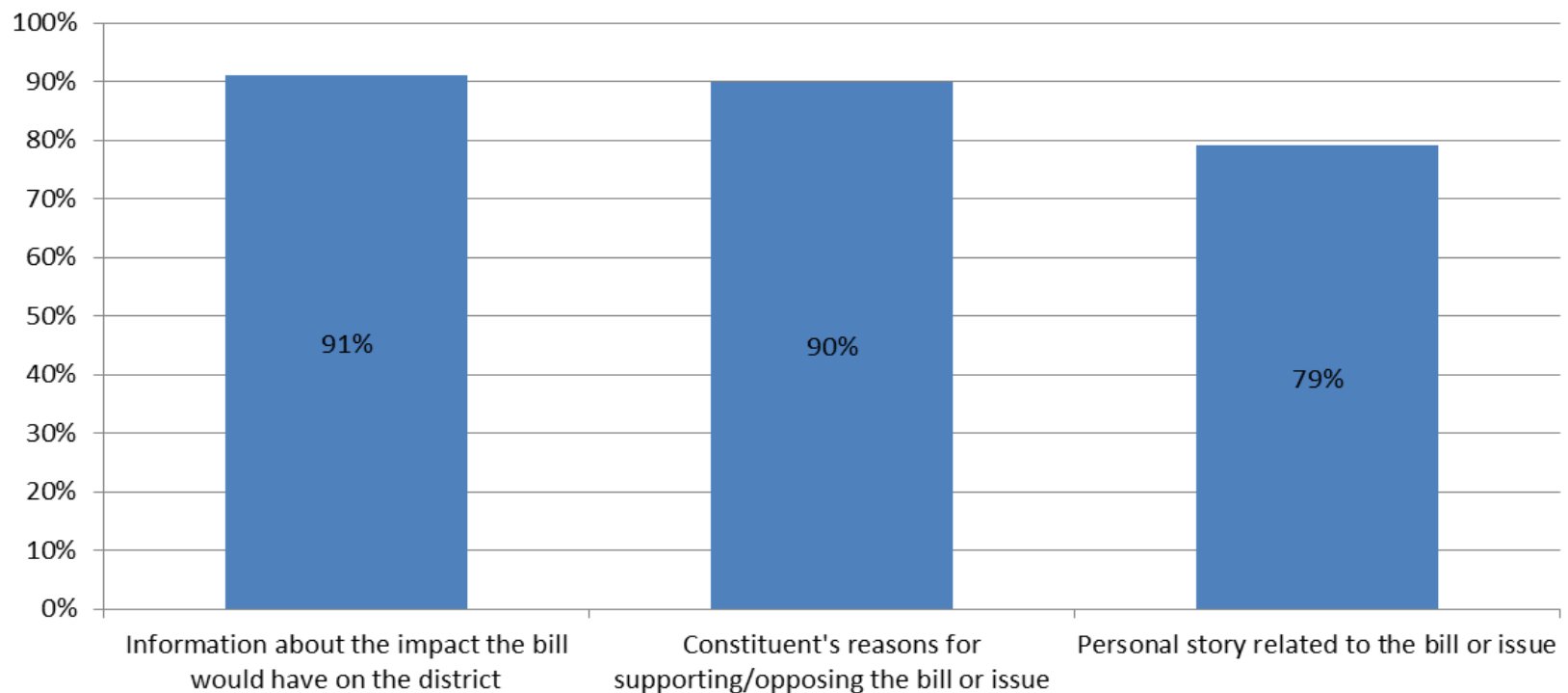
## Response Percent

Information about the impact the bill would have on the district  
Constituent's reasons for supporting/opposing the bill or issue  
Personal story related to the bill or issue

91%

90%

79%



# Telling the HR Story

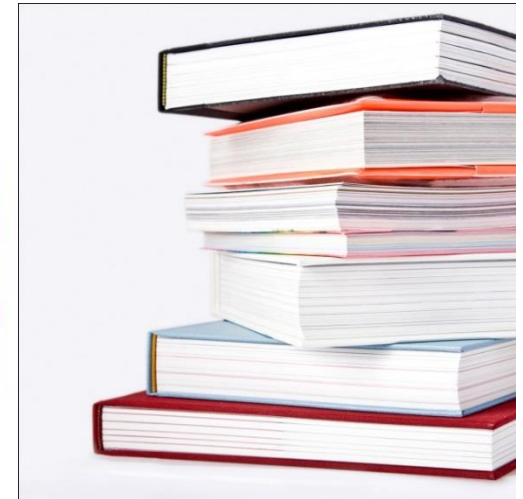
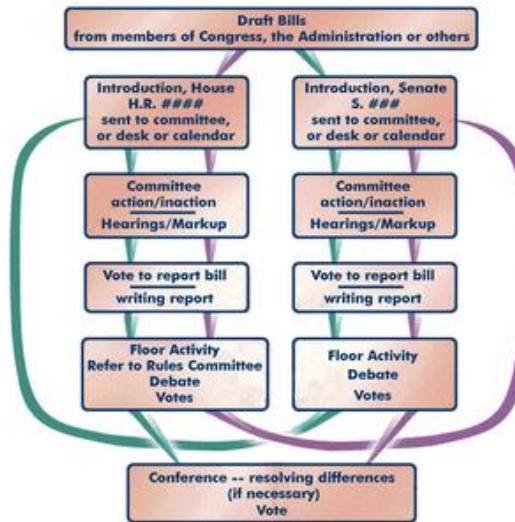
- “Hello, my name is [X] and I’m from [city]” (establishes you as a local constituent/voter)
- “I am here to talk to you about [key issue(s)]”
- “This is important to my organization/employer and employees because...” [personal HR story]
- “That’s why I really hope you’ll...” [make your legislative ‘ask’]
- Provide leave-behind materials, collect contact information to continue these relationships, conversations
- Take Pictures! Share over social media (if appropriate) – include your legislator as able (*tag @SHRMATeam*)



# Don't Stress About...

## Legislative Process: How a Senate Bill Becomes a Law

Bill Status	People Involved	Where
Bill is drafted	Senator, Representative, White House, State Legislatures, Organizations, Scholars, Constituents.	Office, library, l
Bill is introduced by Senator	Senator by way of the Parliamentarian	Senate Chamber
If no objection heard, bill is considered read twice, and referred to the appropriate committee.	Parliamentarian on behalf of Presiding Officer	Senate Chamber
Bill is entered on the Senate Journal	Journal Clerk	Senate Chamber
Bill is given a number	Bill Clerk	Bill Clerk's Offi
Bill is entered into ledgers and the Legislative Information System	Bill Clerk	Bill Clerk's Offi



THE LIBRARY OF CONGRESS THOMAS

Library of Congress - THOMAS - Legislation - House of Representatives Legislation for Fiscal Year 2013

Status of Appropriations Legislation for Fiscal Year 2013

Appropriations Legislation for Fiscal Year: 2013 (2013-2014) | 2012 (2012-2013) | 2011 (2011-2012) | 2010 (2010-2011) | 2009 (2009-2010) | 2008 (2008-2009) | 2007 (2007-2008) | 2006 (2006-2007) | 2005 (2005-2006) | 2004 (2004-2005) | 2003 (2003-2004) | 2002 (2002-2003) | 2001 (2001-2002) | 2000 (2000-2001) | 1999 (1999-2000) | 1998 (1998-1999) | 1997 (1997-1998) | 1996 (1996-1997) | 1995 (1995-1996) | 1994 (1994-1995) | 1993 (1993-1994) | 1992 (1992-1993) | 1991 (1991-1992) | 1990 (1990-1991) | 1989 (1989-1990) | 1988 (1988-1989) | 1987 (1987-1988) | 1986 (1986-1987) | 1985 (1985-1986) | 1984 (1984-1985) | 1983 (1983-1984) | 1982 (1982-1983) | 1981 (1981-1982) | 1980 (1980-1981) | 1979 (1979-1980) | 1978 (1978-1979) | 1977 (1977-1978) | 1976 (1976-1977) | 1975 (1975-1976) | 1974 (1974-1975) | 1973 (1973-1974) | 1972 (1972-1973) | 1971 (1971-1972) | 1970 (1970-1971) | 1969 (1969-1970) | 1968 (1968-1969) | 1967 (1967-1968) | 1966 (1966-1967) | 1965 (1965-1966) | 1964 (1964-1965) | 1963 (1963-1964) | 1962 (1962-1963) | 1961 (1961-1962) | 1960 (1960-1961) | 1959 (1959-1960) | 1958 (1958-1959) | 1957 (1957-1958) | 1956 (1956-1957) | 1955 (1955-1956) | 1954 (1954-1955) | 1953 (1953-1954) | 1952 (1952-1953) | 1951 (1951-1952) | 1950 (1950-1951) | 1949 (1949-1950) | 1948 (1948-1949) | 1947 (1947-1948) | 1946 (1946-1947) | 1945 (1945-1946) | 1944 (1944-1945) | 1943 (1943-1944) | 1942 (1942-1943) | 1941 (1941-1942) | 1940 (1940-1941) | 1939 (1939-1940) | 1938 (1938-1939) | 1937 (1937-1938) | 1936 (1936-1937) | 1935 (1935-1936) | 1934 (1934-1935) | 1933 (1933-1934) | 1932 (1932-1933) | 1931 (1931-1932) | 1930 (1930-1931) | 1929 (1929-1930) | 1928 (1928-1929) | 1927 (1927-1928) | 1926 (1926-1927) | 1925 (1925-1926) | 1924 (1924-1925) | 1923 (1923-1924) | 1922 (1922-1923) | 1921 (1921-1922) | 1920 (1920-1921) | 1919 (1919-1920) | 1918 (1918-1919) | 1917 (1917-1918) | 1916 (1916-1917) | 1915 (1915-1916) | 1914 (1914-1915) | 1913 (1913-1914) | 1912 (1912-1913) | 1911 (1911-1912) | 1910 (1910-1911) | 1909 (1909-1910) | 1908 (1908-1909) | 1907 (1907-1908) | 1906 (1906-1907) | 1905 (1905-1906) | 1904 (1904-1905) | 1903 (1903-1904) | 1902 (1902-1903) | 1901 (1901-1902) | 1900 (1900-1901) | 1899 (1899-1900) | 1898 (1898-1899) | 1897 (1897-1898) | 1896 (1896-1897) | 1895 (1895-1896) | 1894 (1894-1895) | 1893 (1893-1894) | 1892 (1892-1893) | 1891 (1891-1892) | 1890 (1890-1891) | 1889 (1889-1890) | 1888 (1888-1889) | 1887 (1887-1888) | 1886 (1886-1887) | 1885 (1885-1886) | 1884 (1884-1885) | 1883 (1883-1884) | 1882 (1882-1883) | 1881 (1881-1882) | 1880 (1880-1881) | 1879 (1879-1880) | 1878 (1878-1879) | 1877 (1877-1878) | 1876 (1876-1877) | 1875 (1875-1876) | 1874 (1874-1875) | 1873 (1873-1874) | 1872 (1872-1873) | 1871 (1871-1872) | 1870 (1870-1871) | 1869 (1869-1870) | 1868 (1868-1869) | 1867 (1867-1868) | 1866 (1866-1867) | 1865 (1865-1866) | 1864 (1864-1865) | 1863 (1863-1864) | 1862 (1862-1863) | 1861 (1861-1862) | 1860 (1860-1861) | 1859 (1859-1860) | 1858 (1858-1859) | 1857 (1857-1858) | 1856 (1856-1857) | 1855 (1855-1856) | 1854 (1854-1855) | 1853 (1853-1854) | 1852 (1852-1853) | 1851 (1851-1852) | 1850 (1850-1851) | 1849 (1849-1850) | 1848 (1848-1849) | 1847 (1847-1848) | 1846 (1846-1847) | 1845 (1845-1846) | 1844 (1844-1845) | 1843 (1843-1844) | 1842 (1842-1843) | 1841 (1841-1842) | 1840 (1840-1841) | 1839 (1839-1840) | 1838 (1838-1839) | 1837 (1837-1838) | 1836 (1836-1837) | 1835 (1835-1836) | 1834 (1834-1835) | 1833 (1833-1834) | 1832 (1832-1833) | 1831 (1831-1832) | 1830 (1830-1831) | 1829 (1829-1830) | 1828 (1828-1829) | 1827 (1827-1828) | 1826 (1826-1827) | 1825 (1825-1826) | 1824 (1824-1825) | 1823 (1823-1824) | 1822 (1822-1823) | 1821 (1821-1822) | 1820 (1820-1821) | 1819 (1819-1820) | 1818 (1818-1819) | 1817 (1817-1818) | 1816 (1816-1817) | 1815 (1815-1816) | 1814 (1814-1815) | 1813 (1813-1814) | 1812 (1812-1813) | 1811 (1811-1812) | 1810 (1810-1811) | 1809 (1809-1810) | 1808 (1808-1809) | 1807 (1807-1808) | 1806 (1806-1807) | 1805 (1805-1806) | 1804 (1804-1805) | 1803 (1803-1804) | 1802 (1802-1803) | 1801 (1801-1802) | 1800 (1800-1801) | 1799 (1799-1800) | 1798 (1798-1799) | 1797 (1797-1798) | 1796 (1796-1797) | 1795 (1795-1796) | 1794 (1794-1795) | 1793 (1793-1794) | 1792 (1792-1793) | 1791 (1791-1792) | 1790 (1790-1791) | 1789 (1789-1790) | 1788 (1788-1789) | 1787 (1787-1788) | 1786 (1786-1787) | 1785 (1785-1786) | 1784 (1784-1785) | 1783 (1783-1784) | 1782 (1782-1783) | 1781 (1781-1782) | 1780 (1780-1781) | 1779 (1779-1780) | 1778 (1778-1779) | 1777 (1777-1778) | 1776 (1776-1777) | 1775 (1775-1776) | 1774 (1774-1775) | 1773 (1773-1774) | 1772 (1772-1773) | 1771 (1771-1772) | 1770 (1770-1771) | 1769 (1769-1770) | 1768 (1768-1769) | 1767 (1767-1768) | 1766 (1766-1767) | 1765 (1765-1766) | 1764 (1764-1765) | 1763 (1763-1764) | 1762 (1762-1763) | 1761 (1761-1762) | 1760 (1760-1761) | 1759 (1759-1760) | 1758 (1758-1759) | 1757 (1757-1758) | 1756 (1756-1757) | 1755 (1755-1756) | 1754 (1754-1755) | 1753 (1753-1754) | 1752 (1752-1753) | 1751 (1751-1752) | 1750 (1750-1751) | 1749 (1749-1750) | 1748 (1748-1749) | 1747 (1747-1748) | 1746 (1746-1747) | 1745 (1745-1746) | 1744 (1744-1745) | 1743 (1743-1744) | 1742 (1742-1743) | 1741 (1741-1742) | 1740 (1740-1741) | 1739 (1739-1740) | 1738 (1738-1739) | 1737 (1737-1738) | 1736 (1736-1737) | 1735 (1735-1736) | 1734 (1734-1735) | 1733 (1733-1734) | 1732 (1732-1733) | 1731 (1731-1732) | 1730 (1730-1731) | 1729 (1729-1730) | 1728 (1728-1729) | 1727 (1727-1728) | 1726 (1726-1727) | 1725 (1725-1726) | 1724 (1724-1725) | 1723 (1723-1724) | 1722 (1722-1723) | 1721 (1721-1722) | 1720 (1720-1721) | 1719 (1719-1720) | 1718 (1718-1719) | 1717 (1717-1718) | 1716 (1716-1717) | 1715 (1715-1716) | 1714 (1714-1715) | 1713 (1713-1714) | 1712 (1712-1713) | 1711 (1711-1712) | 1710 (1710-1711) | 1709 (1709-1710) | 1708 (1708-1709) | 1707 (1707-1708) | 1706 (1706-1707) | 1705 (1705-1706) | 1704 (1704-1705) | 1703 (1703-1704) | 1702 (1702-1703) | 1701 (1701-1702) | 1700 (1700-1701) | 1699 (1699-1700) | 1698 (1698-1699) | 1697 (1697-1698) | 1696 (1696-1697) | 1695 (1695-1696) | 1694 (1694-1695) | 1693 (1693-1694) | 1692 (1692-1693) | 1691 (1691-1692) | 1690 (1690-1691) | 1689 (1689-1690) | 1688 (1688-1689) | 1687 (1687-1688) | 1686 (1686-1687) | 1685 (1685-1686) | 1684 (1684-1685) | 1683 (1683-1684) | 1682 (1682-1683) | 1681 (1681-1682) | 1680 (1680-1681) | 1679 (1679-1680) | 1678 (1678-1679) | 1677 (1677-1678) | 1676 (1676-1677) | 1675 (1675-1676) | 1674 (1674-1675) | 1673 (1673-1674) | 1672 (1672-1673) | 1671 (1671-1672) | 1670 (1670-1671) | 1669 (1669-1670) | 1668 (1668-1669) | 1667 (1667-1668) | 1666 (1666-1667) | 1665 (1665-1666) | 1664 (1664-1665) | 1663 (1663-1664) | 1662 (1662-1663) | 1661 (1661-1662) | 1660 (1660-1661) | 1659 (1659-1660) | 1658 (1658-1659) | 1657 (1657-1658) | 1656 (1656-1657) | 1655 (1655-1656) | 1654 (1654-1655) | 1653 (1653-1654) | 1652 (1652-1653) | 1651 (1651-1652) | 1650 (1650-1651) | 1649 (1649-1650) | 1648 (1648-1649) | 1647 (1647-1648) | 1646 (1646-1647) | 1645 (1645-1646) | 1644 (1644-1645) | 1643 (1643-1644) | 1642 (1642-1643) | 1641 (1641-1642) | 1640 (1640-1641) | 1639 (1639-1640) | 1638 (1638-1639) | 1637 (1637-1638) | 1636 (1636-1637) | 1635 (1635-1636) | 1634 (1634-1635) | 1633 (1633-1634) | 1632 (1632-1633) | 1631 (1631-1632) | 1630 (1630-1631) | 1629 (1629-1630) | 1628 (1628-1629) | 1627 (1627-1628) | 1626 (1626-1627) | 1625 (1625-1626) | 1624 (1624-1625) | 1623 (1623-1624) | 1622 (1622-1623) | 1621 (1621-1622) | 1620 (1620-1621) | 1619 (1619-1620) | 1618 (1618-1619) | 1617 (1617-1618) | 1616 (1616-1617) | 1615 (1615-1616) | 1614 (1614-1615) | 1613 (1613-1614) | 1612 (1612-1613) | 1611 (1611-1612) | 1610 (1610-1611) | 1609 (1609-1610) | 1608 (1608-1609) | 1607 (1607-1608) | 1606 (1606-1607) | 1605 (1605-1606) | 1604 (1604-1605) | 1603 (1603-1604) | 1602 (1602-1603) | 1601 (1601-1602) | 1600 (1600-1601) | 1599 (1599-1600) | 1598 (1598-1599) | 1597 (1597-1598) | 1596 (1596-1597) | 1595 (1595-1596) | 1594 (1594-1595) | 1593 (1593-1594) | 1592 (1592-1593) | 1591 (1591-1592) | 1590 (1590-1591) | 1589 (1589-1590) | 1588 (1588-1589) | 1587 (1587-1588) | 1586 (1586-1587) | 1585 (1585-1586) | 1584 (1584-1585) | 1583 (1583-1584) | 1582 (1582-1583) | 1581 (1581-1582) | 1580 (1580-1581) | 1579 (1579-1580) | 1578 (1578-1579) | 1577 (1577-1578) | 1576 (1576-1577) | 1575 (1575-1576) | 1574 (1574-1575) | 1573 (1573-1574) | 1572 (1572-1573) | 1571 (1571-1572) | 1570 (1570-1571) | 1569 (1569-1570) | 1568 (1568-1569) | 1567 (1567-1568) | 1566 (1566-1567) | 1565 (1565-1566) | 1564 (1564-1565) | 1563 (1563-1564) | 1562 (1562-1563) | 1561 (1561-1562) | 1560 (1560-1561) | 1559 (1559-1560) | 1558 (1558-1559) | 1557 (1557-1558) | 1556 (1556-1557) | 1555 (1555-1556) | 1554 (1554-1555) | 1553 (1553-1554) | 1552 (1552-1553) | 1551 (1551-1552) | 1550 (1550-1551) | 1549 (1549-1550) | 1548 (1548-1549) | 1547 (1547-1548) | 1546 (1546-1547) | 1545 (1545-1546) | 1544 (1544-1545) | 1543 (1543-1544) | 1542 (1542-1543) | 1541 (1541-1542) | 1540 (1540-1541) | 1539 (1539-1540) | 1538 (1538-1539) | 1537 (1537-1538) | 1536 (1536-1537) | 1535 (1535-1536) | 1534 (1534-1535) | 1533 (1533-1534) | 1532 (1532-1533) | 1531 (1531-1532) | 1530 (1530-1531) | 1529 (1529-1530) | 1528 (1528-1529) | 1527 (1527-1528) | 1526 (1526-1527) | 1525 (1525-1526) | 1524 (1524-1525) | 1523 (1523-1524) | 1522 (1522-1523) | 1521 (1521-1522) | 1520 (1520-1521) | 1519 (1519-1520) | 1518 (1518-1519) | 1517 (1517-1518) | 1516 (1516-1517) | 1515 (1515-1516) | 1514 (1514-1515) | 1513 (1513-1514) | 1512 (1512-1513) | 1511 (1511-1512) | 1510 (1510-1511) | 1509 (1509-1510) | 1508 (1508-1509) | 1507 (1507-1508) | 1506 (1506-1507) | 1505 (1505-1506) | 1504 (1504-1505) | 1503 (1503-1504) | 1502 (1502-1503) | 1501 (1501-1502) | 1500 (1500-1501) | 1499 (1499-1500) | 1498 (1498-1499) | 1497 (1497-1498) | 1496 (1496-1497) | 1495 (1495-1496) | 1494 (1494-1495) | 1493 (1493-1494) | 1492 (1492-1493) | 1491 (1491-1492) | 1490 (1490-1491) | 1489 (1489-1490) | 1488 (1488-1489) | 1487 (1487-1488) | 1486 (1486-1487) | 1485 (1485-1486) | 1484 (1484-1485) | 1483 (1483-1484) | 1482 (1482-1483) | 1481 (1481-1482) | 1480 (1480-1481) | 1479 (1479-1480) | 1478 (1478-1479) | 1477 (1477-1478) | 1476 (1476-1477) | 1475 (1475-1476) | 1474 (1474-1475) | 1473 (1473-1474) | 1472 (1472-1473) | 1471 (1471-1472) | 1470 (1470-1471) | 1469 (1469-1470) | 1468 (1468-1469) | 1467 (1467-1468) | 1466 (1466-1467) | 1465 (1465-1466) | 1464 (1464-1465) | 1463 (1463-1464) | 1462 (1462-1463) | 1461 (1461-1462) | 1460 (1460-1461) | 1459 (1459-1460) | 1458 (1458-1459) | 1457 (1457-1458) | 1456 (1456-1457) | 1455 (1455-1456) | 1454 (1454-1455) | 1453 (1453-1454) | 1452 (1452-1453) | 1451 (1451-1452) | 1450 (1450-1451) | 1449 (1449-1450) | 1448 (1448-1449) | 1447 (1447-1448) | 1446 (1446-1447) | 1445 (1445-1446) | 1444 (1444-1445) | 1443 (1443-1444) | 1442 (1442-1443) | 1441 (1441-1442) | 1440 (1440-1441) | 1439 (1439-1440) | 1438 (1438-1439) | 1437 (1437-1438) | 1436 (1436-1437) | 1435 (1435-1436) | 1434 (1434-1435) | 1433 (1433-1434) | 1432 (1432-1433) | 1431 (1431-1432) | 1430 (1430-1431) | 1429 (1429-1430) | 1428 (1428-1429) | 1427 (1427-1428) | 1426 (1426-1427) | 1425 (1425-1426) | 1424 (1424-1425) | 1423 (1423-1424) | 1422 (1422-1423) | 1421 (1421-1422) | 1420 (1420-1421) | 1419 (1419-1420) | 1418 (1418-1419) | 1417 (1417-1418) | 1416 (1416-1417) | 1415 (1415-1416) | 1414 (1414-1415) | 1413 (1413-1414) | 1412 (1412-1413) | 1411 (1411-1412) | 1410 (1410-1411) | 1409 (1409-1410) | 1408 (1408-1409) | 1407 (1407-1408) | 1406 (1406-1407) | 1405 (1405-1406) | 1404 (1404-1405) | 1403 (1403-1404) | 1402 (1402-1403) | 1401 (1401-1402) | 1400 (1400-1401) | 1399 (1399-1400) | 1398 (1398-1399) | 1397 (1397-1398) | 1396 (1396-1397) | 1395 (1395-1396) | 1394 (1394-1395) | 1393 (1393-1394) | 1392 (1392-1393) | 1391 (1391-1392) | 1390 (1390-1391) | 1389 (1389-1390) | 1388 (1388-1389) | 1387 (1387-1388) | 1386 (1386-1387) | 1385 (1385-1386) | 1384 (1384-1385) | 1383 (1383-1384) | 1382 (1382-1383) | 1381 (1381-1382) | 1380 (1380-1381) | 1379 (1379-1380) | 1378 (1378-1379) | 1377 (1377-1378) | 1376 (1376-1377) | 1375 (1375-1376) | 1374 (1374-1375) | 1373 (1373-1374) | 1372 (1372-1373) | 1371 (1371-1372) | 1370 (1370-1371) | 1369 (1369-1370) | 1368 (1368-1369) | 1367 (1367-1368) | 1366 (1366-1367) | 1365 (1365-1366) | 1364 (1364-1365) | 1363 (1363-1364) | 1362 (1362-1363) | 1361 (1361-1362) | 1360 (1360-1361) | 1359 (1359-1360) | 1358 (1358-1359) | 1357 (1357-1358) | 1356 (1356-1357) | 1355 (1355-1356) | 1354 (1354-1355) | 1353 (1353-1354) | 1352 (1352-1353) | 1351 (1351-1352) | 1350 (1350-1351) | 1349 (1349-1350) | 1348 (1348-1349) | 1347 (1347-1348) | 1346 (1346-1347) | 1345 (1345-1346) | 1344 (1344-1345) | 1343 (1343-1344) | 1342 (1342-1343) | 1341 (1341-1342) | 1340 (1340-1341) | 1339 (1339-1340) | 1338 (1338-1339) | 1337 (1337-1338) | 1336 (1336-1337) | 1335 (1335-1336) | 1

# Items to Remember:

- ✓ You are the constituent
- ✓ You are the expert – you deal with these issues on a daily basis and realize their real-world implications
- ✓ Few members of Congress and state legislators have an HR background
- ✓ **Use personal workplace experiences that relate to issues**
- ✓ It's OK to say you don't know the answer to any questions and that you will follow up after the meeting

# YOUR VOICE + YOUR STORY = RESULTS

## Only YOU Can Tell Your Story

When congressional staff were asked what influences their Member of Congress, they reported that constituent voices matter most!

**94%** of staff said that constituents are the most influential



## Make Your Voice Resonate

Congressional staff report that the most helpful information constituents could provide in meetings often isn't conveyed. What information are they looking for?



Information about impact of bill or issue on the district or state



Constituent's reasons for supporting/opposing the bill or issue



Personal story related to the bill or issue

## Stand Out from the Crowd

Research your legislator, come prepared, rehearse your pitch.

Average number of daily meetings held by a Member of Congress: **13**



## Continue to Build on the Relationship Back Home

Washington, DC or District meetings? 71% of House Chiefs of Staff say their Member of Congress has "no preference" on where is best to meet constituents.





# FEEDBACK FORM

Thanks for providing us with this information on your advocacy activity. Your information is crucial to our efforts.

Please provide your contact information below, then click "Proceed".

(\* indicates required field)

**Prefix**

Select..

**First\***

**Last\***

**Email\***

**Address\***

**City\***

**State\***

Select..

**ZIP\***

**ZIP + 4**

**Phone**

**Fax**

☒ Remember Me! ([what's this?](#))

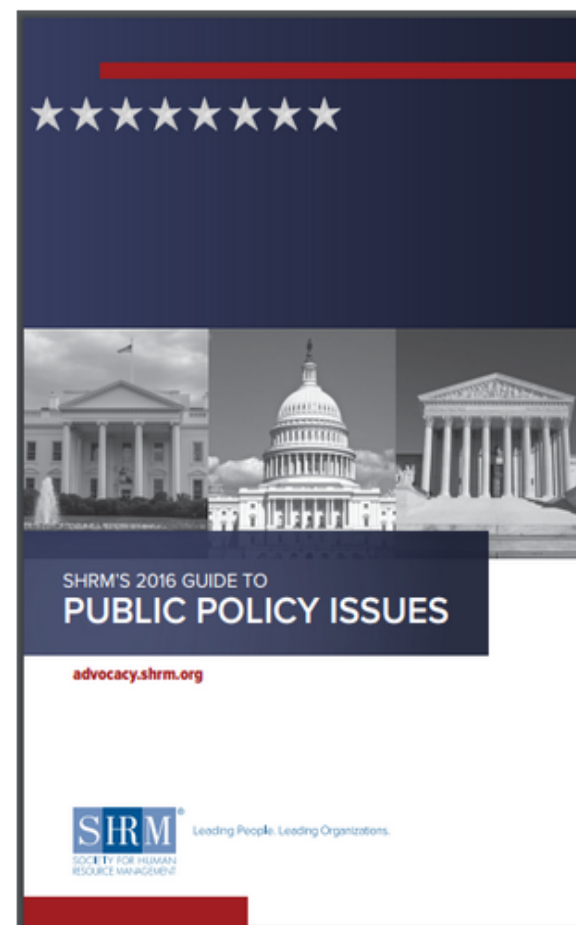
Proceed

## FIND YOUR ELECTED OFFICIALS

Enter a name, address or zip code to find your officials or candidates.

GO

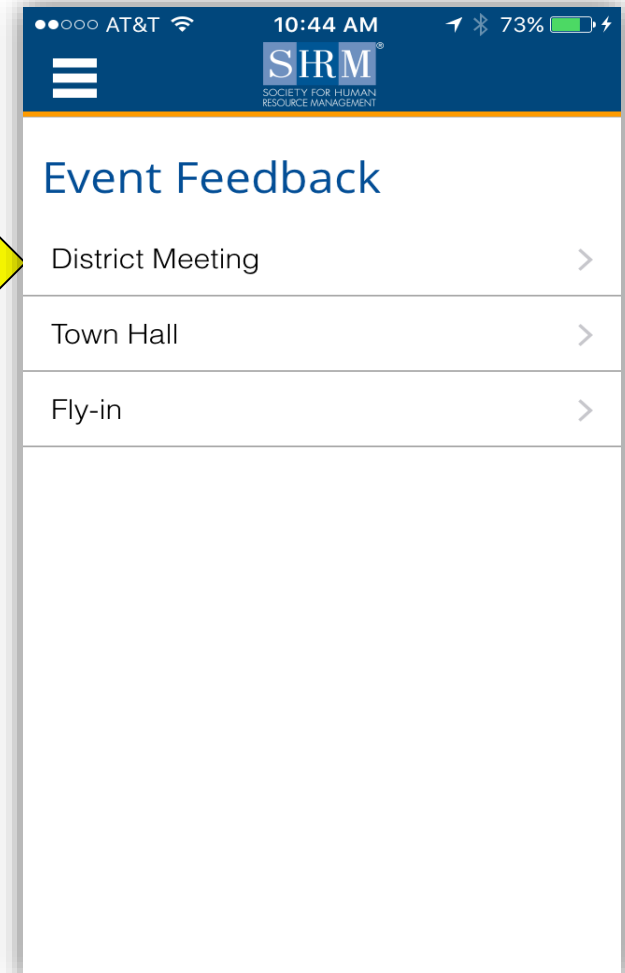
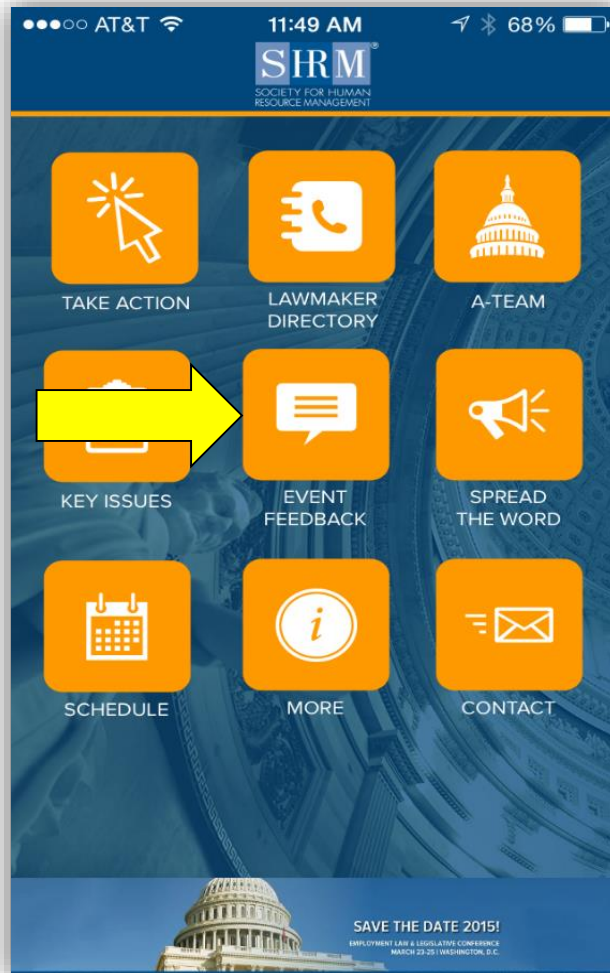
## SHRM'S 2016 GUIDE TO PUBLIC POLICY ISSUES



[Download it here](#)

# SHRM Makes it Easy to Report Back

## SHRM Advocacy App: Quickly Enter Visit Feedback





# Schedule an In-District Meeting

## Current 2016 Recess Schedule

- ~~August Recess~~
  - ~~House: (July 15-September 6)~~
  - ~~Senate: (July 18-September 5)~~
- **Campaign Work Period**
  - **House: (Sept. 30-Nov. 14)**
  - **Senate: (Oct. 7-Nov. 14)**
- Thanksgiving (November 21-25)
- December holidays (December 19-31)



*New Hampshire A-Team members met with Sen. Jeanne Shaheen's (D-NH) office to discuss key HR issues during recent August recess advocacy efforts.*



## DAY INSIDE THE DISTRICT (DITD)

The Day Inside the District (DITD) program is a local initiative that provides an opportunity to generate interest and support of issues important to the HR professional on a federal and state level.

Most Members of Congress and state legislators spend the majority of their time while in office in their home districts. This time away from performing their legislative duties provides a unique opportunity for HR professionals to interact with their legislators when they are removed from the myriad of demands on their time when the legislator is in Washington or their state capital - committee hearings, floor votes, other constituent meetings, etc.

While legislators are back home in their districts during a legislative recess, their personal schedules tend to be more relaxed and, in turn, afford legislators the opportunity to spend more time with their constituents in face-to-face meetings.

SHRM's DITD program affords members the opportunity to organize a variety of in-district meetings with legislators - whether it be at a Town Hall Meeting with the legislator in a nearby venue in their home

### FIND YOUR ELECTED OFFICIALS

Enter a name, address or zip code to find your official or candidates.

 **FIND** ➔

### SEND US FEEDBACK

Tell Us About Your District Meeting

**GO** ➔





## DAY INSIDE THE BELTWAY (DITB)

### Visit To Capitol Hill

The Day Inside the Beltway (DITB) program provides SHRM members the unique opportunity to travel to our Nation's capital for a day of legislative and regulatory meetings and briefings. Activities include meeting with the staff at SHRM's headquarters in Alexandria, Virginia, where staff briefs the members on the issues they will be discussing during their visits to Capitol Hill, as well as how to conduct an advocacy meeting with a legislator or their staff.

SHRM's Government Affairs staff will pre-arrange your meetings on Capitol Hill, as well as accompany you on your visits. Meetings are scheduled for you to visit the offices of your two Senators, as well as a member of the House of Representatives.

The DITB provide a great opportunity for you to advocate on behalf of SHRM and the HR profession, to learn more about the political process, and to have a real impact on the public policy debate involving critical HR issues.

Planning For A DITB Visit To Washington, DC

### FIND YOUR ELECTED OFFICIALS

Enter a name, address or zip code to find your officials or candidates.

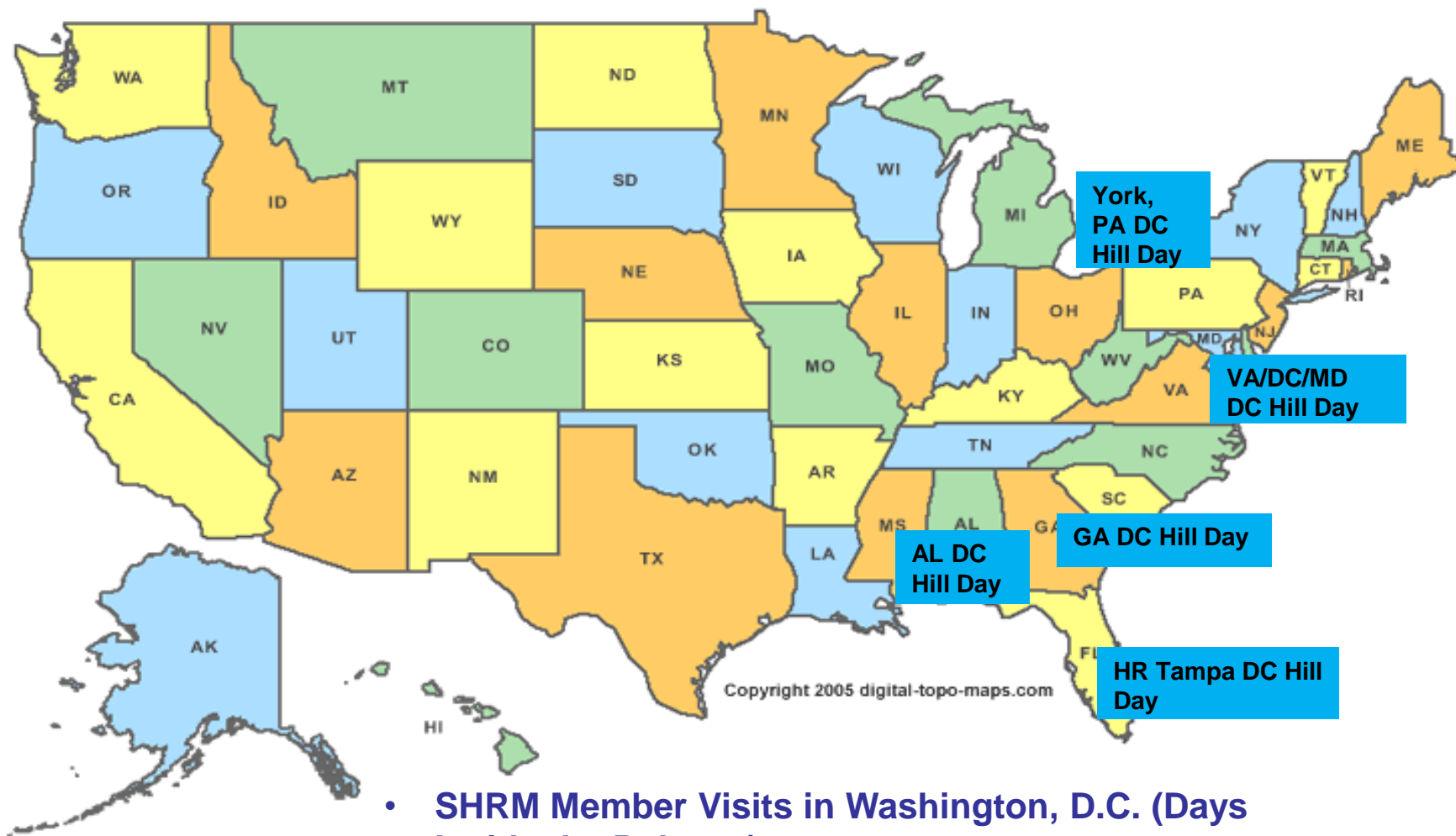
### SEND US FEEDBACK

Tell Us About Your Hill Meeting

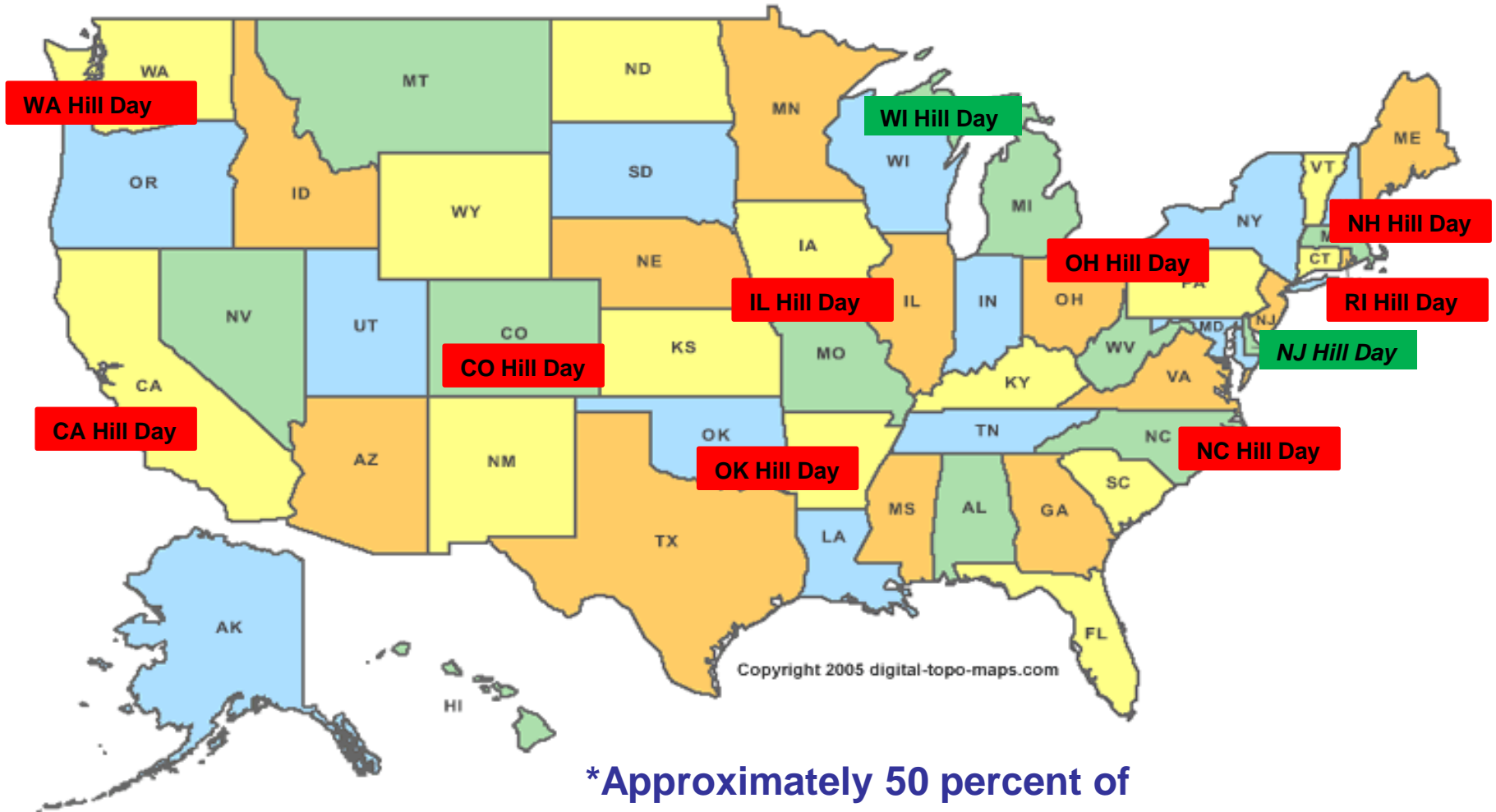
**EMPLOYMENT LAW & LEGISLATIVE CONFERENCE**  
**SAVE THE DATE MARCH 23- 25, 2015**

REASONS TO ATTEND:

# Recent SHRM Member Advocacy Efforts



# Recent State Advocacy Efforts



**\*Approximately 50 percent of state and chapter partners host state legislative events**

# **2016: A Significant Year for HR Advocacy**



# “A Year of SHRM Advocacy”



FIND YOUR BREAKTHROUGH MOMENT

## 2016 National Conventions



# SHRM Annual Conference Rally & Advocacy Day

- Built on the excitement and spirit of the Annual Conference to energize the membership to become involved in the public policy process.
- Highlighted SHRM's Principles – which serve as the foundation for SHRM's public policy agenda.
- Engaged the SHRM A-Team and key volunteers to be SHRM ambassadors who demonstrate the expertise and value that HR professionals provide related to workplace issues.

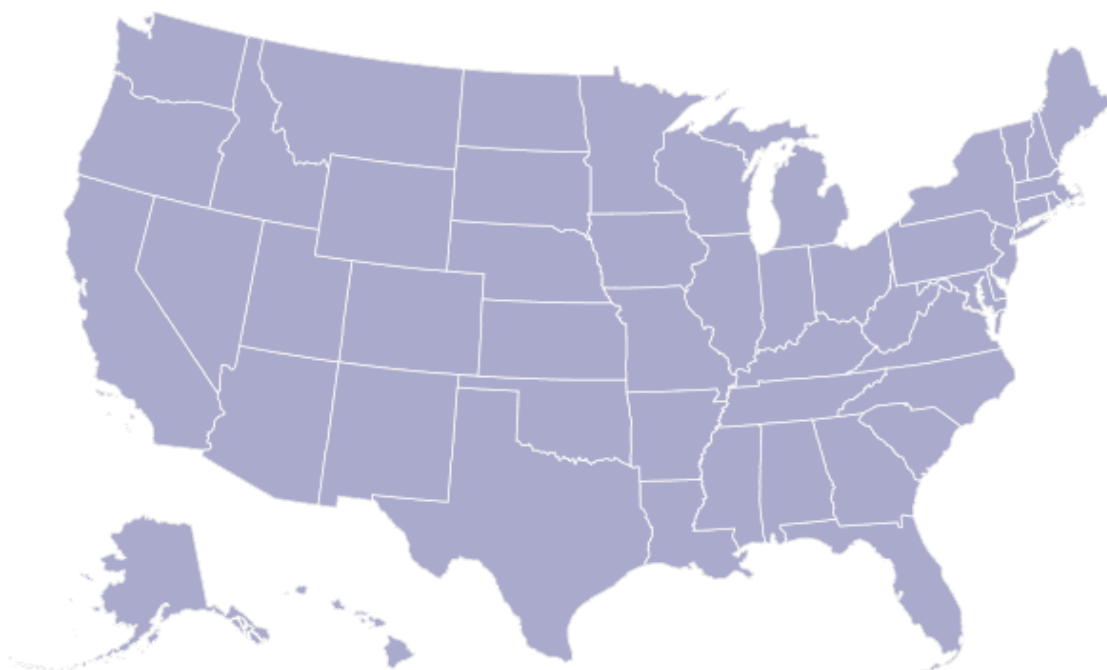


# 5 Reasons SHRM Participates in the Political Conventions

1. **One and Only Advocate for the Profession** - SHRM was recognized as the only HR organization participating in the Political Conventions.
2. **Thought Leadership** – Provides opportunities to demonstrate thought leadership and exclusive access to decision makers– Democrats, Republicans, the future President.
3. **Brand Awareness** - Expands brand awareness nationally to key stakeholders (including through new member acquisition) and elevates SHRM's current reputation.
4. **Member Engagement** – Allowed SHRM to actively engage members in Philadelphia, New Jersey and Cleveland through exclusive SHRM-member events that highlighted SHRM's public policy priorities.
5. **Build the A-Team** - Continued to provide opportunities for the SHRM A-Team to grow and thrive!

## 2016 ELECTION MAP

**From The Smallest Local Election To The White House, It Really Is Critical For HR Advocates To Be Aware Of Voting Laws And Races In Your State, And Educated On How You Can Be Active On Or Before Election Day.**



### HR: GET TO KNOW YOUR CANDIDATES FOR OFFICE

Take advantage of SHRM's Candidate Lookup tool to research your area races and candidates for office as you prepare to cast your vote this election season. As you interact with candidates leading up to Election Day in November, encourage them to learn about the many workplace issues you face as an HR professional.

GO ▶

### HR: REGISTER TO VOTE

With workplace issues at the forefront of the national debate this 2016 election season, the HR community must engage in the electoral process. Make sure you, your organization and your employees utilize SHRM's fast and user-friendly election resources to ensure you are registered and able to cast your vote on Election Day, November 8.

TAKE ACTION ▶

- MA
- RI
- CT
- NJ
- DE
- MD
- DC



# Make Sure You are Prepared for Election Day

**Election Day**  
***November 8, 2016***





## Public Policy Blogs By SHRM Members

### Equal Pay Day - What April 14th Means For HR Professionals

Society for Human Resource Management

April 14, 2015

No, it's not just the day before Tax Day. Interestingly enough, today is another day with relevance to HR. According to the National Committee on Pay Equity, April 14th is called "Equal Pay Day" in order to raise public awareness around the importance of compensation equity in the workplace.

According to the Bureau of Labor Statistics, in 2013 women who were full-time workers had median weekly earnings of \$706, which is about 82 percent of the median weekly earnings of male full-time workers (\$860). While certain stakeholders might disagree, the question is whether this wage difference between women and men is attributable to discrimination, legitimate pay practices or other dynamics.

[Read more »](#)

### Why Should HR Advocacy Matter To Californians?

Society for Human Resource Management

Why Should HR Advocacy Matter to Californians?



## SHRM'S 2015 GUIDE TO PUBLIC POLICY ISSUES





# 2016 A-Team Calendar

***Congressional  
District Work Days***

***A-Team Quarterly  
Planning Webinars***

***SHRM Advocacy  
Events in  
Washington, D.C.***

***2016 Election Key  
Dates***

***SHRM/A-Team  
Social Media Events***



## 2016 A-Team Events Calendar

*\*Please note: Dates are subject to change depending on congressional activity.*

January

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

February

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29					

March

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

April

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

May

Su	Mo	Tu	We	Th	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

June

Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

July

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

August

Su	Mo	Tu	We	Th	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

October

Su	Mo	Tu	We	Th	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

November

Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

December

Su	Mo	Tu	We	Th	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

### Calendar Key

Congressional District Work Days (anticipated)

A-Team Quarterly Planning Webinars

SHRM Advocacy Events in Washington, D.C.

2016 Election Key Dates

SHRM/A-Team Twitter Chat



Questions? Contact Meredith Nethercutt, SHRM's Senior Associate, Member Advocacy at [meredith.nethercutt@shrm.org](mailto:meredith.nethercutt@shrm.org)

# Let's Create an HR Movement!



## First Follower: Leadership Lessons from Dancing Guy

<https://www.youtube.com/watch?v=fW8amMCVAJQ>

# Let's Create an HR Movement!



## First Follower: Leadership Lessons from Dancing Guy

<https://www.youtube.com/watch?v=fW8amMCVAJQ>

## **Meredith Nethercutt**

*Senior Associate, Member Advocacy and  
A-Team Program Director*

Society for Human Resource Management

**Phone:** 703-535-6417

**Email:** [Meredith.Nethercutt@shrm.org](mailto:Meredith.Nethercutt@shrm.org)

 @SHRMATeam

# SHRM Government Affairs Staff Contact Information

**Mike Aitken**

*Vice President, Government Affairs*

**Office:** 703-535-6027

**Cell:** 703-625-1784

[Mike.Aitken@shrm.org](mailto:Mike.Aitken@shrm.org)

**Chatrane Birbal**

*Senior Advisor, Government Relations*

**Office:** 703-535-6476

**Cell:** 917-627-4682

[Chatrane.Birbal@shrm.org](mailto:Chatrane.Birbal@shrm.org)

**Bob Carragher**

*Senior Advisor, State Affairs*

**Office:** 703-535-6268

**Cell:** 571-251-1135

[Robert.Carragher@shrm.org](mailto:Robert.Carragher@shrm.org)

**Kathleen Coulombe**

*Senior Advisor, Government Relations*

**Office:** 703-535-6061

**Cell:** 571-263-2454

[Kathleen.Coulombe@shrm.org](mailto:Kathleen.Coulombe@shrm.org)

**Jason Gabhart**

*California State Government Relations  
Advisor*

**Cell:** 916-833-0462

[Jason.Gabhart@shrm.org](mailto:Jason.Gabhart@shrm.org)

**Nancy Hammer, Esq.**

*Senior Government Affairs Policy Counsel*

**Office:** 703-535-6030

**Cell:** 703-598-8585

[Nancy.Hammer@shrm.org](mailto:Nancy.Hammer@shrm.org)

**Kelly Hastings**

*Senior Advisor, Government Relations*

**Office:** 703-535-6246

**Cell:** 571-235-1338

[Kelly.Hastings@shrm.org](mailto:Kelly.Hastings@shrm.org)

**Lisa Horn**

*Director, Congressional Affairs*

**Office:** 703-535-6352

**Cell:** 703-731-4669

[Lisa.Horn@shrm.org](mailto:Lisa.Horn@shrm.org)

**Meredith Nethercutt**

*Senior Associate, Member Advocacy*

**Office:** 703.535.6417

**Cell:** 703-362-2366

[Meredith.Nethercutt@shrm.org](mailto:Meredith.Nethercutt@shrm.org)

**Cassidy Solis**

*Workplace Flexibility Program Specialist*

**Office:** 703-535-6086

**Cell:** 512-705-8065

[Cassidy.solis@shrm.org](mailto:Cassidy.solis@shrm.org)

**Council For Global Immigration****Lynn Shotwell**

**Executive Director**

**Office:** 703.535.6466

**Cell:** 202-374-8382

[lshotwell@cfgi.org](mailto:lshotwell@cfgi.org)

**Rebecca Peters**

*Director & Counsel for Legislative Affairs*

**Office:** 703.535.6467

**Cell:** 202-459-3845

[Rpeters@cfgi.org](mailto:Rpeters@cfgi.org)